

THE EXCEL HI-VIZ

March 2013



Michelle - From behind the desk

Well it's been a very busy few months - Xmas has come and gone and already we're in February celebrating the best weather since New Year that I can remember for a number of years! On the work front, we have kicked off the year with some very positive "wins", seeing a number of our top stars placed in temp to permanent roles which we are always happy to see! It is interesting to note that we have observed that an employee is far more likely to remain in a role long-term when he/she has first worked as a temp in the same position - it is a great way to ensure team fit and compatibility of expectations on both sides of the fence, rather than jumping in blind.

On the creative front I was kept very busy in the latter half of 2012 performing in two musical theatre shows - the last one, "A Very Scary Xmas 2" was a huge amount of fun - I had two roles, as a chorus member (singing and dancing), and also as a character acting and speaking role - a constable complete with bobble hat and truncheon (lots of laughs). I had the privilege of performing one night for Excel staff and a number of clients who enjoyed the night celebrating at cabaret style tables after being escorted into the theatre via a ghost train and maze complete with scares along the way! A huge thank you to those who came and enjoyed the night. It was great to have your support (although a little nervewracking at the time!) and be able to provide you with a night of entertainment.

Welcome to the Excel quarterly newsletter



Bernie's ten cents worth

Wow the office is hotter than a hangi and the air conditioning is on the blink at the wrong time of the year, nothing like a bit of motivation to get me out on site more! Still I can't complain when you see the current drought effects now facing our farmers and our Aussie neighbours.

Michelle the kids and I had an awesome Christmas break over the course of the new year period while Harry and Dan kept a handle on things whilst we were gone. Long days consisting of sun, surf and sand... and ah yes, not to forget the weeks solid rain we had whilst tenting in the Coromandel. Still it was great to get out and spend a bit of quality family time away from the phone and routine that staying at home brings.

Harry has also been away depleting Rotorua's Lakes of any surplus trout stocks unlucky enough to get taken in by his home made jigs,

but its all hands on deck now and were looking at a positive start to 2013 with many placements already well under way for the year..

What's happening...

"Cautiously optimistic" would certainly be a fair descriptive of the current employment market from most employers we are dealing with at present. A few company's are still stuck on hard times with the odd lay off happening but by in large, if the job seeker is well skilled and motivated they shouldn't be out of work for too long. Conversely we are still dealing with companies that haven't seen to much of a down turn at all.

Construction seems to be moving again now which is having a flow on effect with

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Staff Feedback

Jason Tamanui – “Very Cool. We are extremely pleased with how he has fitted in and grasped the role...”

Rory Fair - “Rory is awesome”

Doug Edwards – “Good worker!”

Brett McIntyre - “Very good worker and would hire again”

Allan Moore – “Good worker”

Oma Winiata – “Good worker – Thanks”

Jason Tamanui – “Top man, great work ethic and uses his noodle”

Korey Atkin – “Great to get a skilled man who thinks ahead as to what he can do next. Sped my job along immensely, definitely have him back next job”

Tony Lee – “Thank you”

Joseph Tukeke – “Good worker”

manufacturers and the related trades. So, positive news there, but employers are still treading carefully and looking at employing more temp positions for longer than full time roles. In fact the last 12 months has certainly seen a major shift in hiring styles, with employers opting to take temp staff for much longer durations before employing them in permanent roles. The flip side to that is there is ultimately less permanent roles available immediately, making it more difficult for “employed” people to change from one permanent role straight into another.

Employees need to upskill and keep their

respective tickets and qualifications current. If you are offered the chance to upgrade your skills grab it with both hands, employers offering this development are getting harder to find especially in harder times. If you are in a good role think twice before jumping ship unless you have something solid to jump to. Just because it's a different role doesn't mean it's a better role.

So the moral of the story, there is some light at the end of the tunnel but the tunnel is one of those seemingly long long ones, but the light is there never the less... “cautiously optimistic”.

COMPETITION: If you are feeling the cold, get yourself into an Excel beanie. Its free!

Get yours now! Here's how:

Come up with an idea! That's it! Easy! Be it safety, processes, systems, admin, job problems, any bright ideas, whatever! E mail bernie@excellabourhire.co.nz or txt 021680555 with your idea now and a beanie will be on its way out to you!



Why should I use Excel?

Well, that's a very fair question. Whilst we get inundated with referrals from job seekers through clients and other agencies such as WINZ, the main difference is we don't just employ anyone! We carefully select and screen our team prior to placement.

We specialise in “blue collar” industrial roles, so at any one time we are placing labourers, skilled operators, tradesmen, drivers etc etc. Staff are first bought into register their interest

in obtaining work. Its from that moment that we begin our screening process. Interviews, inductions, referenece checks, license checks, pre employment medical screens and what ever else needs doing is done then to ascertain a potential “employees employability” (if that's a word) Those candidates are then carefully matched to our client companies available roles and up coming roles before being offered the roles and placed into the jobs.

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Free labour for your referrals

We are extremely keen to get more work to expand our business therefore we are offering with any successful business referral received we will give you \$100 worth of free labour to be used how you decide! Clear the section, paint the roof, clean out the basement, water blast the paths... whatever, and all from the comfort of your favorite deck chair ... and your wife (or husband) need never know it wasn't you!



Call Excel now for your next team member and see what 17 years of recruitment experience can do for you!

Although we make it look simple when a client company calls and says I need a "brain surgeon" to start work tomorrow at 0700, its only because we have, 9 times out of 10, already completed the pre-screening work beforehand so it only leaves the fun part of the role telling someone they have a new job.

If you're looking for work come in and get some face time with us. You'll find this will increase your chances of getting work immensely more than just a phone call or email.

Alternatively if you're a client looking for a new team member or have a hard to fill role to fill call us and get it out there. We see job seekers second to none, so we are in the right place to keep tabs on your new next employee.

Temp of the Month Awards

All temps nominated as Temp of the Month receive a certificate and prize. This quarter each winner received a prize voucher, beanie, sipper bottle and pens. If you have staff working on your site that are doing an excellent job let us know, so we can acknowledge their efforts.

Temp of the month for November went to Aaron Mooney *(pictured below)*

Aaron has been tirelessly putting in the hours in his manufacturing role. I had an e mail from my client saying Aaron deserves recognition he is doing an excellent job. Well done Aaron.



Aaron Mooney



Rory Fair

Temp of the month for December went to Rory Fair *(pictured above)*

Rory has been plugging away at the hours and doing an excellent job. Keep it up Rory, well done.



Jason Tamanui

Temp of the month for January went to Jason Tamanui *(pictured above)*

Jason has had excellent feedback on all the sites he has been on so far and we have quickly placed him into a long term role where he is going from strenght to strength.

Keep up the great work out there guys, it's always awesome to get such excellent feedback about you!



Why you need the Excel Temp Team!

- Full pre-employment checks completed
- Fully safety inducted staff ready to go
- Free transport to and from your worksite
- Free standard PPE supplied with staff
- Free drugs testing
- Driver license status checks
- Motivated and rewarded staff
- And if we get it wrong we don't charge you!

Excel are proudly associated with:



Employers and Manufacturers Association



New Zealand Contractors' Federation



Accident Compensation Corporation

EXCEL LABOUR HIRE

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Yes, that is the new 9 seater family wagon. Check out the bucket!

On the lighter side

Joke of the year

Two women were sitting quietly together, minding there own business.

After both suffering from depression for a while, the wife and I decided to commit suicide yesterday. But strangely enough, once she killed herself I started to feel a lot better. So I thought... What the hell... soldier on!

A couple is lying in bed. The man says, 'I am going to make you the happiest woman in the world..'

The woman replies, 'I'll miss you...'

'It's just too hot to wear clothes today,' Jack says as he stepped out of the shower, 'honey, what do you think the neighbors would think if I mowed the lawn like this?'

'Probably that I married you for your money,' she replied.

Q: How do you keep your husband from reading your e-mail?

A: Rename the email folder 'Instruction Manuals'



Nothing like a bit of DIY ladder work... they are actually cable ties and not no.8 wire so it can't be a NZ job.

